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Convention on the Elimination
of All Forms of Discrimination
against Women

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Committee on the Elimination of Discrimination
against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second Periodic Reports of States Parties

Addendum

NORWAY

V.88-26620

Part I

The requirements posed by the convention regarding the principle of equal status between women and men are fulfilled in particular by Act No. 45 of 9 June 1978 relating to Equal Status between the Sexes, and Norwegian legislation in general.

The Act relating to Equal Status between the Sexes applies to all areas of society with the exception of internal conditions in religious communities. According to the main provision of the Act, it is prohibited to discriminate against anyone on the basis of sex.

With regard to a broader discussion of the provisions of the Equal Status Act, reference is made to our first report to the UN, which was submitted in 1982.

A description of the agencies involved in the enforcement of the Equal Status Act and a general evaluation of the effect of the Equal Status Act follow below.

Equal Status Commissioner and the Equal Status Appeals Board

The position of Equal Status Commissioner and the Equal Status Appeals Board were established in 1979 pursuant to the Equal Status Act. The King appoints an Equal Status Commissioner (Norwegian title: Ombud) and a Board - the Equal Status Appeals Board - which are to collaborate in the implementation of the Act. The Commissioner is appointed by the King for six years at a time.

The Board consists of seven members with personal deputies. Two

of the members shall be appointed on the recommendation of the Norwegian Federation of Trade Unions and the Norwegian Employers' Confederation respectively. The King shall appoint the chairperson, and the deputy chairperson, one of whom shall possess the qualifications specified for a judge.

The King may issue specific regulations regarding the functions and organization of the Commissioner and the Board. The opinion of the Board shall be obtained in advance.

The Commissioner shall, with respect to equal status between the sexes, verify that the provisions of the Act are not violated. The Commissioner shall, on his/her own initiative or on the basis of a request from others, seek to ensure that the provisions of the Act are observed. If a voluntary arrangement cannot be effectuated, the Commissioner may bring the case before the Board for a decision.

If the Commissioner decides not to submit a case before the Board, it may be submitted by anyone who is a party in the case or who has brought action without being a party. Such cases may be decided by the Board unless the aggrieved party opposes this.

The Board may require the Commissioner to submit certain specific cases to the Board.

Under normal circumstances, the Equal Status Commissioner shall not make decisions, but shall try to effectuate voluntary settlements. If this should fail, the Commissioner may submit the case to the Appeals Board, which will then make a decision on the case.

The Appeals Board deals with cases in approximately the same manner as a Court of Law, with statements by the parties, etc.

If the Appeals Board is of the opinion that an action is in contravention of the Equal Status Act, it may prohibit the action. However, the Board may not rule that an appointment which has already been made is invalid and decide that the person who was passed over shall have the position. Such action is only

within the jurisdiction of the ordinary courts.

In addition to laying down prohibitions, the Board may also impose measures which are necessary in order to put a stop to illegal acts and prevent their being repeated. Should, for example, a school have different admittance criteria for women and men, it would be natural to order the school to draw up a new set of criteria. This will enable the Board to ensure that the new criteria are in accordance with the Equal Status Act before they are implemented. The Board shall state the grounds for its decision.

When making decisions, the public administration is, of course, required to comply with the Equal Status Act. If this is not done, both the Board and the Commissioner may criticize the public administration and make statements concerning the conditions they find to be in contravention of the Act. But the Board may not repeal or alter administrative decisions made by others.

The decisions of the Board of Appeals may not be appealed to a ministry or to the Government. If one of the parties in the case is dissatisfied with the Board's decision, the party in question must bring the case before the ordinary courts for consideration.

If a case under the Act which indirectly raises the question of the validity, interpretation, or continued existence of a collective wage agreement is brought before the Board, each of the parties to the wage agreement may, with postponing effect, have this questions decided by the Labour Disputes Court. The King shall issue rules for such proceedings.

Public authorities are required, regardless of their duty of secrecy, to provide the Commissioner and the Board with such information as is necessary for the implmentation of the Act. Such information may also be required of others who are under an obligation to give evidence in accordance with the Civil Disputes Act.

The Board and the Commissioner may undertake such investigations

and inspections as they find necessary in the execution of their duties pursuant to the Act. If necessary, they may request the assistance of the police.

The Board or Commissioner may require that information shall be given to, or that investigations may be carried out by, other official bodies which are enjoined to participate in the implementation of the Act.

A party who contravenes the Equal Status Act is not necessarily liable to punishment. Decisions by the Board do not make the act itself punishable. Criminal liability subsists only after the Commissioner or the Board has issued a prohibition or a directive, and this is subsequently violated. Thus, the offender shall always receive a warning in the form of a decision from the Commissioner or the Board before the question of a penalty may be raised.

Violations of such decisions may be punished by fines. The same penalty may be imposed on anyone who is accessory to a violation of the decision.

If the party responsible for the violation is a company, an association, etc., it is the company, association, etc. which is liable to a penalty.

When so requested by the Board, proceedings will be instituted against offenders who have violated the Board's decisions. However, proceedings may be instituted without the request of the Board when necessary out of regard for the public interest.

General assessment of the Equal Status Act

The Equal Status Act is a new Act. It is therefore difficult to distinguish the effect of the Act from developments in society in general.

The Equal Status Commissioner's statistics show how the issue of equal status has been followed up within the various sectors of society, particularly within business and industry.

The prohibition against announcing gender-specific job vacancies is an example which demonstrates that the Act has had a definite effect. In 1979, the number of cases submitted on the basis of this provision comprised 45 per cent of the total number dealt with by the Commissioner, whereas these cases comprised only about 11 per cent of the total number in 1983. Part of the difference may be due to the fact that the Commissioner investigated many job vacancy announcements in 1979 on her own initiative. However, the Act seems to have caused employers to alter their practice in this respect.

The Equal Status Commissioner plays an important part as a "watchdog" over employers in both the public and the private sector.

Another effect of the Act is that it helps to focus public attention on equal status issues. During the period 1979-84, the Equal Status Act or the Commissioner were the subject of more than 15,000 newspaper articles.

Measures have been implemented in both the public and the private sector as part of the effort to follow up the Equal Status Act.

Examples of this are found in the general agreement on equal status between the Norwegian Federation of Trade Unions and the Norwegian Employers' Confederation, and in the equal status agreements which are being concluded in individual companies as a result of this.

PROGRAMME OF ACTION FOR EQUAL STATUS

In 1981, the Government presented a national programme of action for equal status as part of the follow-up to the United Nations Decade for Women.

These measures were designed to influence attitudes and furnish information. Particular importance was attached to efforts directed towards broadening the range of occupations chosen by women. Research and public sector personnel policies were also

the focus of special attention.

The timetable for implementing these measures encompassed the period from 1981 to 1985. Some of the measures involved the expansion of programmes which had already been established, whereas others were completely new. However, the majority of these measures comprised long-term initiatives, requiring a certain amount of time before the intended effect could be achieved. Thus far, the plan appears to have had an overwhelmingly positive effect.

On the whole, the measures have helped to stimulate processes, both in society in general and in government administration, which it is essential to continue.

A new programme of action for the next five year period (1985-1990) has been adopted. This new programme is based on the most effective measures contained in the programme of action that expired in 1985. At the same time, the new programme concentrates on enlarging the scope of efforts to achieve equal status to include other areas of public policy.

The measures included in the programme of action are concentrated on:

- Continuing to break down the distinction between the sexes within the spheres of employment and education.

- Integrating the equal status perspective into economic policy, social policy, etc., i.e. into all areas where the public sector serves to help govern developments, and where this perspective is relevant.

In order to integrate the equal status issue into their spheres of responsibility, the ministries have been directed to prepare programmes of action indicating how the equal status perspective can be integrated into their various fields of competence. The project was initiated in the summer of 1986 and will continue for four years.

In order to break down the barriers between women and men in the working world and, as a prerequisite to this - in education as well - it will be necessary to follow up and continue the work that has been going on in the ministries and their subordinate agencies for the past few years. Among other things, measures will be take to encourage women to accept leadership responsibilities and start their own enterprises.

RESEARCH

Due to the growing legitimacy of feminist claims, the impact of the International Women's Year was felt rather strongly in a small country of four million people. Thus, outside events spawned a series of reports and conferences on women's studies in the social sciences and the humanities under the aegis of the Norwegian Research Council for Science and the Humanities (NAVF). But these "outside events" gave support to a very vital, domestic women's movement which had a strong foothold in the universities and among educated women in general.

In November 1974 NAVF's Council of Social Science Research appointed a committee to study "social science research needs and opportunities for the status of women in society". Thus, the Secretariat for Research on Women was established.

The research aims thus far can be summarized as follows: We seek to explain the nature and causes of existing inequalities among men and women as well as among different groups of women, the social conditions these inequalities reflect and the ways in which they are expressed in people's attitudes and behaviour. We also look for explanations of how these conditions may be changed. Our normative aim is to make a contribution toward a society which is "healthier" for women than the present one by providing insight and knowledge to those who wish to create such a society.

Explanation and change are thus two central theoretical concerns of the new scholarship about women. Explanation requires an extension of existing empirical knowledge, a task which in itself

is often difficult, since it requires setting priorities which are different from those traditionally considered to be "interesting" in social science research. A theoretical focus on change is necessary to explain the forces which keep women in their underprivileged position in public life and in the labour market. It has become commonplace to state that we live in sex-segmented societies where women specialize in paid and unpaid care-taking functions, and that all our major institutions are segregated along lines of gender with men at the top and women at the bottom of their hierarchies. In other words, men are in control of the major institutions and the values these represent. We have considered it to be one of our major tasks to describe both the internal processes within institutions and the ways these institutions and processes interact within society in order to show how and why power and welfare are so unevenly divided between men and women within Norwegian society.

Public support continues to be granted to a comprehensive programme for research into issues relating to equal status.

PART 2

Articles 1-5

The contents of articles 1-5 are covered by the Equal Status Act. See part 1 of the report for information concerning this.

Article 6

It has now been 6-7 years since Norwegian authorities instituted a study on the problem of prostitution in Norway. The Ministry of Health and Social Affairs appropriated funds for trial projects charting the incidence of prostitution in four major towns. The projects were to be completed in 1986.

In 1983 state funds were used to establish a hostel for prostitutes in Norway's capital, Oslo. The purpose of this measure is to help prostitutes to re-integrate into society. The hostel is in essence a school which provides social training and aids the women in their efforts to obtain an education, employment, housing, etc.

Furthermore, the Ministry of Health and Social Affairs is funding a research project which aims to identify the customers of prostitutes with regard to their numbers, motives, views of women and social background.

A conference to review the results of the projects was held in 1987.

Article 7

Reference is made to the previous report. During the first half of 1982, 41.2 per cent of the members of committees etc. appointed by the Government were women. This percentage has decreased somewhat in recent years. Women comprised 36 per cent of the members of civic committees appointed during 1985.

With the help of government subsidies, women's organizations have been working during recent years to get more women elected to

municipal councils and the national assembly (the Storting). During the term lasting from 1981-85, women constituted 26 per cent of the Storting. Women representatives for the current term (1985-89) comprise a total of 34.4 per cent. In other words, more than one-third of the present members of the Storting are women. On the municipal councils for the present term (1983-87), 23.8 per cent of the representatives are women.

The Prime Minister of the current Norwegian Government is a woman. Moreover, seven of the ministers are women. Thus, eight of the 18 Cabinet members are women. State secretaries under the present Government include eight women and 13 men.

Article 8

See our answer under article 7.

Article 9

There have been no significant changes in Norwegian legislation concerning this area since Norway's first periodic report was presented in 1982. Cf. the previous report for more information.

Article 10

Legislation

According to existing legislation, women and men are guaranteed the same access to education, financial assistance (scholarships and loans), and the same opportunity to receive diplomas from all types of educational institutions.

In reality, however, the sexes differ considerably with regard to the type of education they choose and the length of time spent on an education. A number of different measures have been implemented in an attempt to alter this situation. These measures are outlined in the section concerning Equal Status Measures.

The situation today

At present, women represent half or over half of the participants at all levels within the educational system.

This development has been most pronounced in institutions of higher learning. Within the university and college sector, women now comprise 50 per cent of the total number of students, and more than 50 per cent of new students. 20 years ago, women comprised only 1/4 of the students at the university.

The dramatic increase in the participation of women in educational programmes is related to the growth in the educational sector. In the period 1974-1981, women were responsible for 98 per cent of the growth in higher education. Women have also entered into areas which were previously dominated by men. This includes fields such as law, medicine, veterinary medicine and odontology, in which approximately 40 per cent of the students today are women.

Certain institutions at the university level, such as the Norwegian College of Economics and Business Administration, the Norwegian College of Agriculture and the Norwegian College of Advanced Technology, and science subjects at the universities have traditionally been dominated almost exclusively by men. During the past 10 years there has been a large increase in the number of women students. In 1975, 10 per cent of the new students at the Norwegian College of Economics and Business Administration were women; in 1985, the figure was 38 per cent. The corresponding figures for the Norwegian College of Advanced Technology are 9 per cent and 28 per cent, respectively.

However, women are still studying for fewer years than men. In 1983 women constituted 60 per cent of the number of students who completed undergraduate university or college degrees, but only 26 per cent of those completing postgraduate degrees. The proportion of women in research positions has changed relatively little in recent years.

The types of programmes offered at the upper secondary school level have been greatly expanded with regard to both school programmes and vocational training (combined with schooling), and

young women represent the largest increase in the total number of students continuing their educations at the upper secondary level. As of 1983, 74 per cent of all young women between the ages of 16 and 18 were participating in upper secondary education programmes, as opposed to 68 per cent of young men from the same age group.

Developments from 1976 up to the present indicate that there has been very little change in students' choice of disciplines in the upper secondary schools. At this level, young women and men still choose educations which are in keeping with traditional sex roles.

Although women essentially represent the bulk of the increase in education during the last 10 years, relatively speaking there are still far fewer adult women than adult men who have a formal education which qualifies them for an occupation. This applies to education provided by official educational institutions as well as to education/training given within companies. In order to even out some of these imbalances, campaigns to encourage women to make use of existing educational and training programmes have been initiated. Equal status agreements or special programmes aimed at providing training and development opportunities for women employees have been implemented at a number of private and public organizations and institutions. Equal status committees have been established at the universities and at a number of colleges at a corresponding level, and a couple of the universities have even established their own centres for research on women.

Drop-out rates

The authorities are aware of the high drop-out rates for young women in certain male-dominated disciplines and in connection with vocational training at the upper secondary level. In some counties programmes of action have been prepared, certain parts of which are directed at preventing these problems, e.g. by means of training teachers and through a variety of organizational measures.

Physical education and sports

Up to the upper secondary school level, the same physical education programmes are offered to both young women and young men, and to a large degree these programmes are coeducational. As far as a higher level of sports training is concerned, an approximately equal number of men and women are accepted as students at the Norwegian College of Physical Education and Sport.

Equal Status Measures

Since 1981, there have been more systematic and active efforts directed at promoting a greater degree of real equality between men and women in relation to education and employment. These efforts have been based on Proposition No. 122 (1980-81) to the Storting on A Programme of Action for Equal Status between the Sexes, in Particular Emphasizing the Improvement of the Position of Women in relation to Education and Employment. A new programme of action was presented in 1985 in Report No. 69 (1984-85) to the Storting on Measures and Means in Equal Status Policy. The following areas have played a central role in both of these programmes of action:

1. Integrating equal status issues into basic teacher training. A general plan for equal status has been prepared for use in teacher training.

2. Separate further education courses for teachers. Such courses have been held in all the counties of Norway.

3. Measures directed at recruiting more women for executive and administrative positions in the schools.

4. Positive special treatment (extra points) of women in institutions in which admittance is based on a point system.

5. Measures for improving textbooks. The procedure for approving textbooks in Norway includes consideration for equal status among other things. In addition publishers and textbook

writers participate actively by means of courses, conferences, an equal status award and financial support.

6. Measures designed to break the established patterns as regards the distribution of the sexes in educational and occupational spheres, including campaigns to change attitudes, training of teachers, information to school administrations and development of teaching aids such as books and materials.

   Funding has also been allocated for information activities, etc., directed at breaking patterns leading to sex-related choices of education and occupation.

Article 11

The percentage of working women between the ages of 16-74 years increased from 53 per cent in 1978 to 60 per cent in 1985, whereas the percentage of working men decreased from 79 to 77 per cent. During the same period, the percentage of working women between the ages of 25-66 years increased from 59 to 69 per cent. The corresponding percentage for men decreased from 91 to 90 per cent. In other words, during recent years there has been an increasing number of women aged 25- 66 years entering the work force. However, all categories of women have increased their participation in the working world during the last decade, and for most of these categories this increase has taken the form of part-time jobs.

As much as 43 per cent of all employed women work part-time, while the corresponding figure for men is only 8 per cent. Nearly 50 per cent of all married women who are gainfully employed work part-time. There are only a small number of occupational categories in which women are more often found working at full-time posts than other groups. These comprise for the most part office and sales jobs, hotel and restaurant jobs and cleaning jobs.

Women are employed in other areas and occupations, and generally in lower positions, than men. For example: in 1984, women represented only one-fifth of those employed in industry, while

comprising over half the employees engaged in the retail trade, and the hotel and restaurant sector. The largest concentration of female employees can be found within public, social and private service occupations, where nearly two-thirds of the employees in 1984 were women. Despite the increase in the number of women in the work force, they seem to be largely concentrated in typical women's occupations.

Article 11.1:

Pt. e, right to social security, etc.: According to specific regulations, time spent doing compulsory service in the Armed Forces entitles men to receive unemployment compensation, The rules regarding unemployment were changed in 1986 so that women's voluntary service in the Armed Forces gives them the same right to unemployment compensation as men's compulsory service.

Article 11.2:

According to the Act of 17 December 1982, employees have a right to a reduction in working hours on certain conditions (cf. the Working Environment Act, §46 A). The proposed amendment mentioned in the previous report has also been passed and it entered into force on 1 February 1983.

The provision regarding relocation in cases where employees work with ionizing radiation applies to pregnant women.

The Working Environment Act applies to any enterprise that engages employees, cf. §2 of the Act. A few exceptions are made for certain types of work.

In 1985 the Working Environment Act was amended to apply to employees working within civil aviation and agriculture. This amendment entered into force on 1 April 1986. All of the provisions of the Working Environment Act regarding employee safety and leave of absence apply to agricultural enterprises which engage employees and employees in civil aviation. Exemptions have been allowed from certain provisions concerning working hours.

The Norwegian Employers' Confederation and the Norwegian Federation of Trade Unions have entered into an agreement on equality between women and men in working life, which applies to the private sector cf. supplementary agreement VI to the Basic Agreement of 1986 between these two organizations (cf. translation enclosed). Other employer and employee organizations have also signed similar agreements.

The labour market authorities are actively seeking measures which can improve women's educational and employment opportunities, and which can help to enlarge the scope of women's vocational choices to include other than traditional occupations.

Information campaigns aimed at encouraging women to enter male-dominated occupations have been widely used for this purpose. An example of this can be found in the "Informant project."

The project, which has been started in two counties, is directed at teaching young women who are in untraditional educational programmes/occupations to talk about their jobs at vocationally-oriented seminars held by schools or the Government Employment Agency. The effect of such a role model is considered to be particularly important.

The purpose of the project is to systematize and organize this activity. The informants are given economic compensation for lost earnings and their travel expenses are covered.

A special consultant has now been engaged by the labour market authorities in each county to concentrate on issues relating to women's participation in the work force.

Other measures which the labour market authorities are directing at women comprise:

- Arrangements for auditing untraditional labour market training courses.

- Placement in male-dominated vocations as part of the

"vocational preparation programme", a programme providing practical vocational guidance.

In addition, the labour market authorities are working with a number of other institutions and organizations to develop new methods/models for vocational guidance for women. The results of this work will be available in 2-3 years. The labour market authorities have provided financial support for a total of eight such trial projects.

One of these projects is called "Young Women into Industry":

A project designed to increase the recruitment of young women to technical vocations is currently underway in the three northernmost counties of Norway. The project will last for three years, and is being carried out in cooperation with the Industrial Project Group for Northern Norway. The project is based on the following:

- Few young women choose a technical education
- North-Norwegian industry will have a great need for a highly educated work force in the coming years, e.g. in connection with the development of the oil industry.
- It is essential to focus on the future work force in this part of the country.

Variations of this project are being implemented in other counties.

The labour market authorities and the Regional Development Fund are also in charge of a number of programmes which employ financial means to encourage employers to engage women in less traditional occupations.

The following programmes are examples of this:

- Equal status subsidies. An employer who employs women in untraditional occupations receives a subsidy comprising 25 per cent of the total salary and social costs for a period of six months. A similar subsidy is given for accepting female

apprentices.

- Subsidies for training programmes within an enterprise are given in the event of staff adjustment/structural problems or if there is a need for new recruits or an upgrading of staff qualifications. In addition to this, the equal status subsidy may be granted in cases where women are given training in untraditional occupations.

- An increased subsidy may be granted for investment in enterprises in rural areas, but only if the enterprise commits itself to employing more women.

- The Directorate of Labour has prepared a Programme of Action for Women in the Labour Market. One county has been selected for a trial project which aims at achieving a maximum implementation of the Programme of Action. This is in combination with the Nordic project "BRYT", which is a programme designed to break down the sex-differentiated labour market.

Furthermore, in conjunction with other agencies, the Ministry of Church and Education and other organizations, the labour market authorities are using information campaigns to enlarge the spectrum of women's choice of occupation. Several counties have actively begun cooperating with the vocational training agencies to increase the number of female apprentices awarded contracts in male-dominated vocations.

Article 12

The following is in addition to the information contained in the previous report:

In 1985 the Government presented a Report to the Storting concerning the status of the family. It was evident from the discussion in the Storting that all parties agreed that maternity leave should be extended.

The abuse of women has become more visible during the past few

years. Currently there are a total of 60 crisis centres/telephones in Norway, and at least one crisis centre in each county. As a rule, these are run by women's groups and financed by municipal/state funding. The centres offer advisory services and temporary accomodations. They also help women to establish contact with legal agencies and other official agencies providing assistance.

In 1983, the Ministry of Health and Social Affairs, the Ministry of Consumer Affairs and Government Administration and the Ministry of Justice presented a programme of action against the abuse of women. Today, this programme forms the basis for the ministries' policy when dealing with this issue. In cooperation with these same ministries, the Norwegian Research Council for Science and the Humanities has prepared a research programme which designates guidelines for research activities in this area.

Article 13

Re. (a):
Child benefits are paid to those who are responsible for the care of one or more children under the age of 16, whether it is the mother, father, both parents or foster parents. When both parents are responsible for the care of a child, the child benefit is paid to the mother.

Otherwise, the right to some of the social welfare benefits is largely related to income. Women who have been housewives are not entitled to the same benefits as women who have had gainful employment, i.e. they are not entitled to as large an old age pension. This is completely independent of whether or not the women have been responsible for the care of children.

Article 14

This article is not particularly relevant to conditions in Norway.

Nevertheless, we would like to point out the special position of women in cases involving the distribution of income from a

married couple's joint enterprise. This issue is of particular importance to women engaged in farming.

The right to social security and pension benefits is dependent on an individual's taxable income. In cases where a married couple's joint enterprise is concerned, the income which has been generated shall be considered earned by the "real agent" of the work. This status is nearly always assigned to the man.

A portion of the total income generated by the enterprise may be regarded as the spouse's (wife's) personal income when she or he performs a significant amount of work for the enterprise. Normally there are limits as to how large this portion may be; currently the amount is limited to NOK 40,000. However, it is possible to increase this amount if the actual division of labour clearly indicates that the amount is too low.

It is the couple's responsibility to establish that the wife's work justifies a higher amount. This is determined by the local tax authorities, which means that practices may vary from municipality to municipality. For the sake of simplicity, many municipalities operate with a limit of NOK 40,000.

Thus, the existing regulations and their manner of implementation may, in fact, prevent women from receiving adequate compensation in the form of income and social benefits for their participation in family enterprises.

The issue of the distribution of income in married couples' joint enterprises is currently being reviewed. The Storting has requested that the Government draw up fairer, more uniform rules in this area.

Women working in agriculture may be refunded for the cost of hiring a substitute in connection with pregnancy and confinement. These expenses are refunded for a period totalling 18 weeks. The mother is required to have worked on the farm for at least six of the ten months preceding her confinement.

The costs of a substitute are only refunded when the woman can

document that her work on the farm is essential to maintaining the level of production, and that the work situation on the farm makes it necessary to have extra help.

Article 15

As mentioned in the introduction, women and men are in general accorded equal status in Norwegian legislation. However, there are still a few specific statutes which are not in accordance with the Equal Status Act, and which do not accord women and men equal status:

- According to the Fire Protection Act, only men may be ordered to serve on municipal fire brigades. Any man between the ages of 18 and 55 years may be conscripted into municipal fire brigades.

- According to the Act relating to Compulsory National Service, only men are required to do compulsory military service. However, occupational equality between women and men was introduced in the Norwegian Armed Services in 1985. This means that women shall have the same opportunities for education and service in all positions within the Norwegian Armed Services as male conscripts.

- The Seaman's Act has contained a provision specifying different minimum ages for young women and men taking work on board ships. In 1985 the Government decided that this provision should be repealed.

- The Norwegian Constitution contains a provision concerning succession to the Throne according to which only male heirs may succeed to the Throne of Norway.

  This constitutional provision takes precedence over the Equal Status Act.

Re. 2,3 and 4 :
Norway formally fulfills these requirements.

Article 16

1. Re. (a), (b) and (c): Women and men have the same rights and responsibilities when it comes to entering into or dissolving a marriage. Work is currently underway to replace the Marriage Act of 1918 and the Act of 1927 relating to Property Relationship between Spouses with a new Marriage Act which is more relevant to today's situation.

Re. (d):

See previous report.

2.

Not relevant to Norway.

INTRODUCTION

The Government of the Polish People´s Republic, as a State party to the Convention on the Elimination of All Forms of Discrimination against Women, hereby submits, in accordance with article 18 of the Convention, its report on the application in legislation and practice of the Convention in the period from 1983 to 1988 with the understanding that it will be complemented for the period from 1988 to the date of receiving information on the time of its examination by the Committee.

The report has been elaborated in accordance with the "General guidelines regarding the form and contents of reports".
It refers to aspects not covered by the initial report, taking into account the comments and views expressed by the experts of the Committee on the Elimination of Discrimination against Women.

PART I

1. General aspects

In its initial report the Government described in detail matters recommended by the "General guidelines regarding the form and contents of reports" in items 3 a - e, and namely the political and legal system of the Polish People´s Republic, juridical system, access of women to education, work, conditions of family life and women´s participation in public life.
This information is still valid.

We are presenting below the data concerning changes in demographic structure of Poland in the reporting period as well

as information complementing Part I of the initial report of the Government of the Polish People's Republic.

2. Demographic situation of Poland

In Poland there are 19.346 thousand women representing 51.2 per cent of the country's population (37.764 thousand). There are 105 women for each 100 men[1]. 50.5 per cent of the population (ca 62 per cent of women) live in towns[2].

In 1986 the natural growth of the population was 258.4 thousand persons, of which 132.3 thousand in towns and 126.1 thousand in rural areas [3]. The average number of persons per household was 3.32 [4]. The number of people in the pre-productive age, i.e. under 18 years of age, in 1986 was 11.197 thousand, including 5466 thousand women, i.e. 48.8 per cent. There were 4.551 thousand persons in the post-productive age, including 3.222 thousand women, i.e. 70.7 per cent.

There were 21.824 thousand persons in the productive age, including 10.560 thousand women, i.e. 48.3 per cent.

In towns there lived 6.817 thousand women in the productive age while those living in the country numbered 3.743 thousand [5].

77 per cent of the total number of women in the productive age (and 56.5 per cent of married women) were professionally active. Among the women in the productive age - with higher education - 88 per cent were professionally active, with secondary education - 75 per cent, with basic vocational education - 72.3 per cent and with primary education - 74.5 per cent.[6]

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1) Poland - Statistical data, 1988, p.20;
2) Ibid
3) Ibid
4) Statistical Yearbook of Poland of 1987, p.49 (data for 1984)
5) op.cit.: p.40
6) op.cit.: p.43 (data for 1984)

3. Legal guarantees of equality of men and women

The principle of equality of men and women is one of the major principles stipulated in the Constitution. According to it, all the citizens of Poland have equal rights irrespective of sex in all the fields of public, political, economic, social and cultural life [7].

The legislator is under obligation to follow the provisions of the Constitution by enacting laws and it is prohibited to issue laws in defiance of the Constitution.

Compliance of legal acts with the Constitution is monitored by the Constitutional Tribunal. It is a new institution establishe under the constitutional amendment of 26 March 1982.[8] The Act has been described in the annex to the initial report (item 12 of the annex).

4. Practical implementation of the principle of equality of right for men and women

Political and structural changes which took place in Poland after World War II, industrialisation of the country, the principle of full employment observed for 40 years as well as the constitutional guarantees of equality of rights without distinctic to sex in all spheres of life, all this created conditions for the change of the socio-professional position of women in the working environment, in family and society. It also contributed to the change of image of women in the social consciousness and considerable changes of values in the consqiousness of women themselves.

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7) Constitution of the Polish People's Republic enacted on 22 July 1952 with further amendments, article 67 and 68;
8) Dziennik Ustaw No.11 of 1982, Text 83.

Essential changes in individual and family features of women are the natural consequence of these transformations. It inter alia concerns the increase in the women's level of education, prolongation of their professional career, decrease in the number of children born, change of attitudes towards professional work in the period of maternity, increase of women's professional and social aspirations.

It especially concerns - beside the financial motives for work- - more and more often declared by women non-material motives and the need for recognising their contribution to the national income growth and the country development, through their work in a household.

Education

Social and professional position of women, constantly growing in our country, is justified by their aspirations to acquire education and develop the skills.

In the period from 1979 to 1984 the number of women with secondary and higher education increased from 20.1 to 40.4 per cent of the total female population. At present each tenth woman employed in the socialised economy has higher education.

In 1986 [9] women constituted over 51 per cent of the total number of students at universities and other higher schools and almost 55 per cent of the total number of graduates of these schools. They are in majority at the universities (64.3 per cent of students and 68.8 per cent of graduates in 1986), in medical

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9) Data: Statistical Yearbook of Poland of 1987, p.464.

academies (61.5 per cent of students and 65.3 per cent of graduates) and in economic academies (53.7 per cent of students and 64.5 per cent of graduates). At the agricultural higher schools they constitute 41.3 per cent of students and 50 per cent of graduates. Technical studies are relatively least feminised (in 1986 - 17.2 per cent of students and 25.6 per cent of graduates), although here also the increasing trend is noticed [10].

In 1984 Poland - with women's participation rate of 55.8 per cent at the third level of education (i.e. post-secondary vocational schools as well as universities and other higher schools) was among the leading European countries in this field.

Employment level

High rate of feminisation of education is accompanied by the constant growth of female participation in employment. In 1986 women constituted 45 per cent of the total number of fully employed persons [11] and almost 77 per cent of the total number of women in the productive age were economically active. The highest professional activity of women is between 30 and 44 years of age. It reaches in average 80.9 per cent of female population in this age group, including 90.5 per cent in agriculture and 78.8 per cent outside agriculture [12].

The general growth of the employment level of women in Poland was principally influenced by the professional activity of married women.

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10) Data: Statistical Yearbook of Poland of 1987, p.473;
11) op.cit.: p.67
12) op.cit.: p.44 (data for 1984)

Between 1950 and 1985 the number of professionally active mothers outside agriculture increased over 10 times. In the structure of working women, married women are at present becoming the prevailing group (75 per cent). The evolution of the employment structure of women determined by the economic needs of the country and of families and expressed by the growing participation of married women, in majority having maternal and family responsibilities, creates the necessity of establishing appropriate institutions and social benefits enabling to women the harmonious combination of family and professional roles.

Socio-professional advancement of women

Growth of women's education and their professional activity are the factors deciding on women's integration in the process of development and creation of new behavioural patterns in the family and social life, based on the principles of partnership and characteristic for the industrialised societies.

Although the model of real equality in practice still meets with barriers both of economic character and in the sphere of social consciousness and customs, nevertheless the historically formed and consolidated stereotypes of women's position in the society and the roles attributed to them gradually disappear, similarily as in many other developed countries.

Pay

The pay level is the proof of appreciation of the position in work. At present, data collected by the Main Statistical Office do not apply the sex criterion in studies on pay received

at similar posts. However, studies of the pay distribution in different economy branches, which take this criterion into account (they have been recently carried out in 1985) show the existence of unfavourable for women differences in this field. These disproportions mainly are the effect of inequality of promotion opportunities and not of the phenomenon of lower wages in the non-material sphere, where women prevail.

It should be noted that this unfavourable tendency also concerns these fields or occupations which in the past were well paid but their feminisation caused the decrease in the pay level (e.g. information).

These disproportions are strengthened by still existing in the society (although gradually disapearing) division of roles in a family between men and women. This division of roles is transferred to the sphere of professional activity and on this basis such complex of cultural norms is being institutionalised in which lower pay for women is treated as justified and an unconfirmed conviction exists about lower productivity of women and their engagement in the sphere of family life at the expense of their professional life, unjustified opinion is cultivated that women's pay is of the secondary importance for the family budget, etc. Sometimes women themselves yield to these stereotypes, not strongly enough fighting with them.

Conditions and barriers of advancement

Examining participation of women in the managerial staff, taking into account the process of their professional activation,

the level of education and skills, it should be stated that it is the field in which full equality of opportunities for men and women has not yet been achieved. Participation of women in the managerial staff is lower than their participation in the skilled staff and in employment. And the higher the management level, the lower is participation of women. Women constitute ca 35 per cent of the total number of managerial staff, however their participation at the higher posts and in the staff reserve for these posts is about 9 - 10 per cent.

It even concerns branches of economy where women prevail in employment, such as finances and social insurance, where the feminisation rate equals 84 per cent or trade and services (with the feminisation rate of 71.6 per cent), health and social welfare (80.2 per cent).

In industry, where women's participation in employment equals 37 per cent, women constitute 12.4 per cent of the total number of managerial staff and less than 4 per cent of the total number of managers of enterprises.

Existence of barriers in women's advancement is also observed in the sphere of public life. Participation of women at the highest public posts is insufficient. At present a woman is the deputy-speaker of the Seym, three are the members of the Tribunal of State, one is a minister and one is the President of the Social Insurance Institute. A woman has also been nominated to the newly established post of the Spokesman for Citizens' Affairs.

Having in mind these unfavourable phenomena, the Government of the Polish People's Republic recommended its Plenipotentiary

for Women's Affairs to analyse them and to present results of this analysis together with the proposals of the change of the situation.

Analysis carried out by the Government Plenipotentiary for Women's Affairs shows, that the improvement of situation in the sphere of women advancement to managerial posts requires creation of the coherent system covering all the areas of the socio-economic life and connected with them mechanisms of proposing of candidatures of women to responsible posts.

The basic principle of such a system and its implementation mechanisms should be the real equality of men and women and corresponding to it equal availability of the managerial posts at all the levels.

To ensure the efficiency of this mechanism, the following conditions should be fulfilled:

- reinforcement of the position of women in social and political organisations, i.a. through proposing their candidatures to the highest levels;

- restoration of adequate proportions in the structure of filling managerial posts - corresponding to the skills and employment level of women. It especially concerns the highest levels of management and advancement both on the basis of elections and on the basis of appointment;

- improvement of the staff policy in enterprises, with emphasis laid upon utilisation of systematic and objective evaluation of workers;

- preparation of women for the managerial work, through various forms of education and training in the field of management;

- acceleration of the process of eliminating of barriers still existing in consciousness and in the sphere of culture by dissemination of modern model of a woman in society and family, based on the principles of partnership as well as dissemination of images of women having considerable, often distinguished results in their professional and social activity;

- intensifying of activities of the Government in favour of restoring the balanced market and of development of the social infrastructure, what influences the political and professional activity of women.

5. Protection of women's rights

The initial report on the application of the Convention described in detail the juridical system in Poland, which is of primary importance from the standpoint of the legal protection, and particularly the system of family courts and courts of labour and social insurance. To create further guarantees for the protection of citizens's rights and freedoms, in 1987 the institution of the Spokesman for Citizen's Affairs (Ombudsman) was established.

The Spokesman examines cases connected with protection of citizens' rights and freedoms, to see if the law, the principles of social coexistence or social justice have not been infringed in result of actions of organs, organisations and institutions obliged to observe and implement these laws.

The Spokesman may examine a case at the request of each citizen [14]. The Act does not provide for any inequalities in appealing to him with regard to sex. The post of a Spokesman is occupied by a woman (professor of law).

The above mentioned institutions are concerned with legal protection of all the citizens, including women.
For the coordination of tasks aiming at ensuring to women equal rights in all spheres of state, political, economic, social and cultural life, as well as improving the conditions of their lives, the Council of Ministers has appointed, by the Resolution No.134/86 of 1 September 1986, the Government Plenipotentiary for Women's Affairs [15].

In his activities in favour of women the Plenipotentiary co-operates with the state organs, political and social organisations and particularly with the League of Polish Women, National Committee of Women in Cooperatives and the Main Council of Circles of Rural Housewives.

The Council of Ministers has also approved the programme of actions for an improvement of the social and professional status and the living conditions of women which consists of 22 areas of action to be implemented in the years 1987 - 1990.
Supreme and local organs of state administration have been made responsible for taking up these actions, while the Government Plenipotentiary is to perform the co-ordinative role.

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14) Act of 15 July 1987 respecting the Spokesman of Citizen's Affairs (Dziennik Ustaw of 1987, No.21, Text 123),

15) Resolution of the Council of Ministers No.134/86 of 1 September 1986.

These actions are focused upon:

- Implanting into social consciousness as well as in the sphere of socio-professional activities of the principle of the equality of rights of men and women;

- Establishing and effective utilisation of mechanisms aimed at a wider participation of women in the process of development;

- Improvement of working conditions of women and providing them with the possibilities of professional development and social activity, as well as creating for women bringing up their children a choice between professional career and taking personal care of children;

- Improvement of living conditions of women, first of all by sufficient medical care, providing of living facilities to enable them combining of family and professional functions, wider participation in education and culture, as well as by elimination of disproportions in the living conditions between urban and rural areas;

- Strengthening of the educative and social role of the family;

- Closer international co-operation, including an increased participation of women in representing the country abroad, especially in the United Nations system.

The Council of Ministers has imposed on the ministers, central and local organs of state administration an obligation to develop a detailed scheme of implementation of the tasks listed above and to provide the Government Plenipotentiary for Women's Affairs with the annual reports on their implementation.

Each two years the analysis of reports on the implementation of the schemes is elaborated for the Council of Ministers, from the standpoint of their conformity with the Resolution of the Council of Ministers.

Activities of the Plenipotentiary are inspired and supported by the Consultative Group, composed of representatives of the scientific institutions, social and political organisations as well as state administration organs and the women´s press.

The analysis of implementation of the programme of activities for further improvement of the socio-professional status of women as well as their living conditions in the years 1987 - 1990, opinions of the Consultative Group and appeals from women themselves are the inspiration to formulate tasks of particular social and moral importance, directly supervised by the Plenipotentiary. In the first period of activity of the Plenipotentiary they were the following:

- influencing the staff policy in view to increase participation of women at the managerial posts in proportion to their education, professional skills and the level of their employment in national economy through formulating and submitting to the Prime Minister of proposals as regards activities aiming at improvement of the situation in this field;

- disseminating of a new model of a family, based on the principles of partnership, as well as the new image of a woman in society through the verification of schoolbooks, influencing the mass media and organisations participating in policy making;

- introduction of new solutions as regards facilities and benefits for women bringing up the disabled children and modification of the scale of these benefits;

- acting in favour of the introduction of flexible working hours what would enable to women bringing up children to combine their family and professional functions;

- acting in favour of further verification of rights and level of benefits for single mothers from the alimony fund;

- acting in favour of development of the sheltered work shops;

- acting in favour of the improvement of the child-care faciliti

Besides, the Government Plenipotentiary for Women's Affairs - on the basis of the authorisation of the Council of Ministers - formulates opinions on the draft legal acts from the standpoint of the economic, social and legal interests of women and their families

6. Women organisations

a) The League of Polish Women

The League of Polish Women, associating ca 600 thousand members, groups both professionally active and non-working women, enabling them to carry out the social activity. The League aims at increasing social and political activity of women and to eliminate barriers in professional advancement of women to improve conditions of their work, protect maternity. In its education and counseling activity the League assists women in harmonious combination of their professional and social roles with their family functions.

This activity covers the economic, legal, pedagogical problems, problems of health education and is carried out in the form of lectures, seminars, schools of "citizen´s education", schools of health and schools for mothers as well as the courses of rational management of the household.

The intervention and counseling activity of the League is carried out through the network of socio-legal guidance centres. In 258 such centres functioning at the territory of Poland, 1.277 lawyers of various specialisations work, giving free advice. Each year ca 20 thousand persons come to these centres seeking advice, in majority women. Over one third of all the cases concern shirking of the responsibility of payment of alimony by fathers. Besides, the cases of divorce, cruelty in a family and all kinds of family conflicts should be mentioned.

The League co-operates with the central and local administration organs through participation in elaborating of the legal acts concerning women´s issues. Its representatives are members of various consultative organs and groups such as the Legislative Council by the Prime Minister, the Council for Assistance for Young Persons by the Minister of Justice, the Council of Labour Protection by the Main Labour Inspector, the Youth Consultative Group at the Commission of Planning, the Commission for Fighting with Alcoholism by the Minister of Health and Social Welfare or the Consultative Group by the Government Plenipotentiary for Women´s Affairs.

Organisation of the Circles of Rural Housewives

Organisation of the Circles of Rural Housewives, associated in the National Federation of Farmers, Agricultural Circles and

Agricultural Organisations, groups over 1.2 million of rural women, i.e. ca 50 per cent of the total number of women employed in agriculture aged over 15 years and ca 22 per cent of the total number of women living and working in rural areas.

The organisation co-operates with the central and local administration organs in matters concerning rural women, i.a. pronouncing opinions on the legal acts, participating in elaboration of programmes and guidelines of the state policy. The following programmes may be mentioned here: Programme of development of education in rural areas and holiday recreation for rural children of 1982, Programme of improvement of living conditions in rural areas of 1984, Programme of development of agriculture and food economy up to 1990 (of 1983), Programme of health protection of rural populatio up to 1990, etc.

Circles of Rural Housewives organise (also in co-operation with the state institutions and social organisations) various kinds of courses for rural women and the whole rural population. Particular attention is focused on the vocational training for women - farmers, providing them with basic agricultural knowledge or complementing this knowledge. Ca 10-15 thousand women participat in such courses annually. Women having the definite vocational preparation, acquired at school or in the extramural system, may participate in the skills development.

Besides, the courses in the field of household management, needlework, housework are very popular. In 1987, 5.440 such courses and 23.620 shows were organised for ca 500 thousand rural women.

Among the other forms of training the following should be mentioned:

- training courses in the field of health education, organised together with the youth organisations and medical services (in subjects: health protection for women and children, aid in emergency, occupational safety and health, diseases characteristic for a given environment, etc.).In 1987 over 22 thousand women participated in 953 schools of health;

- training courses connected with the cultural activity, organised for persons interested in the development of social activity in the field of culture;

- schools of the socio-political education for women in which in 1987 participated over 29 thousand women; mass political training sessions in the Circles in which participated ca 300 thousand women; seminars for the members of the Organisation in which participated over 102 thousand women.

National Committee of Women in Cooperatives

Cooperatives associate ca 6 million women. At present women constitute 67 per cent of new members of cooperatives:

- 162.3 thousand women work in committees of producers and consumers (42.4 per cent of the total number of members of these committees),

- 33.0 thousand women are the members of supervisory boards in cooperatives and their unions (21 per cent of the total number of members),

- 5.0 thousand women are the members of boards of cooperatives, many of them are the chairpersons (13 per cent of members of boards),

- many women occupy managerial posts in economic units and social and educative centres in cooperatives.

Stating that women are well represented in the management of cooperatives we may also say that it is the basis for increasing in future their participation in the socio-political and economic life of the country.

The organisation of women in cooperatives runs various clubs and centres, such as centres "Practical Woman" in towns and "Modern Housewife" in rural areas, which organise courses in the field of cooking, housework, run different artistic and other groups, etc.

PART II.

We present below information on the implementation by Poland of different articles of the Convention in the reporting period.

Article 2

The constitutional principle of equality of all the citizens is embodied in all the legal acts governing internal relations in the State.

In the case of infringement of their rights, citizens have equal access to protection. These matters have been described in detail in the first report on the application of the Convention and in PART I of this Report.

As regards the protection of rights of women, establishment of the institution of the Government Plenipotentiary for Women's

Affairs as well as his rights and activity are the proof for taking over of the direct responsibility in this field by the Government.
(see PART I of this Report).

Article 3

The detailed information on measures taken in political, social and cultural life to ensure full development and advancement of women is contained in the further parts of this Report.

Article 4

There is no need to adopt temporary special measures aimed at equalisation of rights of men and women in Poland.

Article 5

The problems of changing of social and cultural patterns of behaviour of men and the stereotype of the role of women indirectly find their place in the general and detailed programme documents in the field of culture.

- In the new version of the Government "Programme of development of the national culture up to 2000" (elaborated in March 1988), among the principles and aims of the cultural policy the guidelines have been determined as regards development and promotion of:

(a) equal access of individuals, groups as well as associations and organisations to culture,

(b) such activities which facilitate the development of a determined type of a human being: modern, capable of selecting adequate values, broad-minded , cultural and social and observing

legal and moral standards.

- The programme of activities for implementation of the Government "Programme of preventing social pathology for the years 1986 - 1990", contains i.a. tasks referring to:

(a) cultural education developing ethical attitudes being in conformity with the socialist principles of social coexistence,

(b) mobilisation of authors and activists to take the positive (from the standpoint of education) problems and participate in a fight against social pathology,

(c) constant analysis of the contents of programmes and films, spectacles, books, etc. to eliminate the contents contradictory to the accepted standards.

The problem of partnership of men and women in the social life and in a family is taken into account in Polish education system, starting from the primary school. In lower classes of this school such subjects as Polish language, socio-natural environment, art, work and technics take this issue into account. In higher classes of the primary school special lessons are devoted to the problems of society and special lessons are at the disposal of the tutor.

In schools at the over-primary level, all subjects have programmes taking into account the issues of partnership of men and women.

In all kinds of schools at all the levels there is a special subject called "preparation for the family life" which aims at the development of positive attitudes of children and youth to various spheres of the family life, development of abilities required for their future family roles. The programme is of the interdisciplinary character, containing the elements of psychology,

pedagogics, law, sociology, medicine, etc, integrated for the needs of the "family knowledge".

The Government Plenipotentiary for Women´s Affairs was the initiator of the verification of the contents of all the schoolbooks from the standpoint of disseminating the partnership of men and women in the social life and in the family. This task has been accepted for implementation by the Ministry of National Education in the years 1987 - 1990 as regards the primary schools and up to 1995 as regards the secondary schools.

Dissemination of principles of partnership in a family and development of the required attitudes in this regard is also one of the most important aims of activity of women´s organisations. For this aim these organisation carry out the systematic educative activity.

Article 6

Poland is party to the international Convention for the Suppression of Slave Trade and Exploitation of Prostitution of 1950 as well as to the earlier relevant conventions banning all forms of traffic in women. The provisions of these conventions are fully implemented by the national legislation.

Article 7

From the legal standpoint women in Poland have all the opportunities to participate in political life of the country.
The actual extent of their practical participation is illustrated by the following data.

- in the present term of the Seym (1985 - 1989) women are 93 MPs what is 20.2 per cent of the total number of MPs (460) [16];
- among the members of the voivodship people's councils women constitute 23.6 per cent, compared to 20.1 per cent in the recent term - and in some voivodship councils they constitute over 30 per cent of the members;
- among the members of the local people's councils women constitute 21.9 per cent, compared with 20.7 per cent in the recent term[17];
- a woman is the deputy speaker of the Seym.

Data concerning participation of women in social and political organisations

Political organisations

- 27.2 per cent of members of the Polish United Workers' Party are women and in the Central Committee of this Party they constitute ca 12 per cent[19];
- 27.7 per cent of members of the United Peasants' Party are women and in the Supreme Committee they constitute ca 13 per cent[20];
- 32.5 per cent of members of the Democratic Party are women and in the Central Committee they constitute ca 6 per cent[21].

Trade unions [22]

(grouped in the All-Poland Alliance of Trade Unions)

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16) Statistical Yearbook of Poland of 1987, p. 29
17) Data of the Council of State
18) Data of the Council of Ministers
19) Statistical Yearbook of Poland of 1987, p.33
20) op.cit.: p. 34
21) Ibid
22) Data of the All-Poland Trade Unions' Alliance

M E M B E R S

	Total number	incl.women	% women
Council of the All-Poland Trade Unions' Alliance	246	25	10.5
Executory Committee of the Alliance	60	5	8.3
Committee of Auditors	51	8	15.6

In the presidium of the Committee of Auditors two women are vice-presidents. Besides, one woman is the president of one of the commissions of the Alliance. It is the Commission of Science, Education and Technical Progress.

In the framework of the Alliance the Council for Women has been established. The president of this Council (a woman) is also a member of the Executory Committee and Council of the Alliance. The Council for Women meets at its sessions in chosen branches and enterprises in which women are in majority - to get acquainted with their conditions of work.

In 49 voivodship alliances of trade unions 2 women (i.e. 4 per cent) are the presidents (in Radom and Łomża).

In the general number of 134 trade union organisations at the over-enterprise level, women are the presidents in 14 (10.5 per cent)

Trade union members in branches of economy in which women are in majority in employment

	Total number	incl. % women
Textile industry	280 thousand	75
Food industry	210 ,,	60
Trade	527 ,,	75
Health protection	220 ,,	67

Workers´self -management [23]

Workers´self-management, being the form of participation of workers in the management of the state enterprise, functions on the basis on the provisions of the Act of 25 September 1981 respecting the state enterprises and the self-management of the crew of the state enterprise.

The main organs of the workers´self-management scheme are the following: general assembly of workers and the workers´ council. Statistical data for 1986 (the most recent available) show that the workers´self-management schemes exist in 95 per cent of enterprises . Workers´councils in the state enterprises of the materia sphere have in total 137.367 members, including 27.247 women, i.e. 19.83 per cent.

In different economy branches the situation looks as follows:

	Total number of members of workers´ councils	incl.women	% women
Construction	22.848	2.773	12.33
Industry	52.440	11.208	21.37
Agriculture	35.562	5.097	14.33
Forestry	648	179	27.62
Transport	6.425	815	12.68
Communication	237	32	13.50
Trade	7.429	4.069	54.50
Remaining spheres of material production	1.122	576	51.34
Housing economy	11.020	2.496	22.65

23) Data of the Ministry of Labour and Social Policy

The above data show that despite the progress observed in this field, participation of women in the decision taking still does not correspond to their participation in the economic and social life of the country.

One of the main causes for such a state of affairs is that women have limited influence and no sufficient promotion in the political parties and for this reason they are not a significant political force.

More detailed information on this subject is contained in PART I of this Report.

Article 8

Although women in Poland have the possibility of representing the Government at the international level, their share in so doing is still not significant enough.

In 1987 in diplomatic and consular offices of the Polish People's Republic 27 women were employed in the total number of 929 permanent employees. No woman occupied the post of an ambassador.

Participation of women in the work of international organisations is also insufficient.

The Government is conscious of the unsatisfactory situation in this field what has been i.a. proved by obliging the Minister of Foreign Affairs to improve the situation. Government Plenipotentiary

for Women's Affairs has been made responsible for the supervision of the implementation of this task.

It should be emphasised here that election of Poland to the Commission on the Status of Women in March 1988, and increase in activity of Polish women in UN - connected with this - will contribute to improvement of the situation in this field.

Article 9

Legal situation in this field did not change in the reporting period.

Article 10

The system of education in Poland creates the legal basis for the equal treatment of young people of both sexes. The Act of 15 July 1961 respecting the development of the education system guarantees equal access to schools at the primary and secondary level irrespective of sex. At the same time the Regulation of the Minister of Education of 29 December 1986 (Monitor Polski No.35) respecting the principles of admitting students to higher schools creates equal opportunities in this regard to men and women.

Similarily, the Act respecting higher schooling (Dziennik Ustaw No.42 of 1985, Text 201) provides that on admitting to a higher school the evaluation of knowledge and abilities decides.

Graduates of higher schools receive diplomas which allow them to take up employment according to the completed direction of study.

If it is necessary, men and women have equal opportunities

of receiving fellowship or the place in the students' house.

It should be mentioned here that in several directions of studies women prevail. It concerns i.a. medicine, humane studies. Girls also prevail in the general secondary schools - and - what results from it - in postsecondary vocational schools.
More detailed information in this regard is contained in PART I of this Report.

In the professional activity of women an important role is played by the education for adults - outside the normal working hours. We mean here both the general secondary schools and vocational schools as well as the network of non-school education. Ca 53 per cent of students are women, for whom certain facilities are offered in admitting to school. And namely they may be acquitted of an obligation of staying in employment when entering the school, for example if they take personal care of their children.

Equal opportunities of participating in sport are offered to men and women i.a. thanks to the compulsory sport lessons in schools of all the levels, equal access to sport clubs and sport equipment. Among the persons who practice sport actively women constitute 17.2 per cent. However in several disciplines women are in majority, e.g.:[24)]

- skating - 61.2 per cent
- sport acrobatic - 58.2 per cent

- volley-ball - 37.8 per cent
- track-and-field - 39.5 per cent

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24) Statistical Yearbook of Poland of 1987, p.510

Article 11

In PART I of this Report the information is contained on opportunities of employment and professional advancement of women as well as their pay.

As regards the right of women to social security as well as health protection and safe conditions of work, the information contained in the initial report remains valid.
Polish legislation in this field fully implements the provisions of the Convention, guaranteeing to women equal rights to benefits and on the other part offering them determined facilities and preferencies justified by the concern for their health and the health of their children (such as the lower retirement age, labour protection for pregnant women).

The right to safe conditions of work is ensured - beside the Labour Code - by the Order of the Council of Ministers of 19 January 1979 respecting the list of jobs prohibited to women. This Order is periodically revised on the basis of results of research studies carried out mainly by the labour medicine institute Its recent amendment of 5 September 1984, taking into account the most modern achievements of medicine, broadened the list and increased the requirements especially as regards employment of pregnant women, breast-feeding women and women in the productive age. For example the work in conditions of exposure to asbest has been prohibited for all the women below 35 years of age.

Besides, the guidelines and recommendations are being introduced as regards the special kinds of occupational risks. In 1987 - for example - the guidelines of the Centre of Onkology were introduced which take into account occupational safety and health

conditions of women in the productive age employed in institutions applying cytostatic medicines.

Pregnant women employed on hard and harmful posts are being transferred to the sheltered work posts. In accordance with the recently carried studies, the number of sheltered work posts equals in Poland to 22.618 and the needs are estimated for 40.000. At the same time we observe the phenomenon of liquidation of such posts by some enterprises. In 1986 the sheltered work posts for women decreased by 1000. For this reason, the Political Bureau of the Central Committee of the Polish United Workers' Party, at its meeting in 1987, recommended the development of such posts.

Although Polish legislation implements in principle the provisic of article 11 of the Convention, however it should be mentioned that there are sometimes lower legal acts which infringe the equalit of treatment of men and women. As an example we may mention legal provisions governing the rights to the railway benefits for families of workers of the enterprise Polish State Railways (PKP). Families of men - workers were granted the larger scope of benefits than the families of women - workers of this enterprise. After the intervention of the Government Plenipotentiary for Women's Affairs this rare example of discrimination will have been eliminate as of 1 January 1989.

Article 12

As regards the protection of women's health, the state of legislation and practice has not changed since the date of submittin the initial report. Tasks resulting from the "Report on the state

of health and health protection for women and the programme of activities in this field for the years 1976 - 2000" as well as the Government programme of 1986 titled "Health for all in 2000" were successively implemented.

Article 13

The detailed information in this field has been contained in the initial report on the application of the Convention. As regards the changes in the legislation and practice, we wish to inform that in 1988, at the initiative of the Government Plenipotentiary for Women's Affairs,the group of experts was established, composed of the representatives of the Ministry of Justice, Prosecutor General, Social Insurance Institute, courts and social organisations, to elaborate the report on the verification of rights and level of benefits paid from the alimony fund.

Conclusions of this report have been accepted by the concerned ministers and in result the Legislative Group has been established which is to elaborate adequate proposals of changes to be introduced to the legislation.

In 1986 there were 109 thousand persons entitled to benefits from the alimony fund and they received almost 2.4 billion zlotys. 65.3 per cent of this amount came from persons obliged to pay alimonies[19], and the rest from the state budget dotation (ca 1.105 million zlotys[20]).

Article 14

According to the data of the Main Statistical Office women constitute 52 per cent of the total number of employed in the

19) Statistical Yearbook of Poland of 1987, p.182
20) op.cit.: p. 113

socialised agriculture. Besides, ca 1 million women run farms independently, combining the function of the food producer with the role of a housewife and a mother.

A particular aspect of the progressive feminisation of the profession of a farmer is professional activity of women at the post-productive age. It is the result of the migration of young persons to towns and in effect the lack of successors as well as the common phenomenon of bi-occupationality of men - farmers. Outside agriculture only 4 per cent of women over 60 years of age are professionally active, while in agriculture the proportion is 70.

To eliminate the negative phenomena in Polish agriculture the Council of Ministers approved on 30 March 1984, by the Resolution No.47/84, the programme of improving living conditions in rural areas up to 1990 - obliging the ministers and heads of other central units to implement its tasks and recommending to social and economic organisations carrying out of adequate activities.

Tasks contained in the programme first of all concern:

- improvement of the health conditions in rural areas, i.a. through the development of health centres for women, children, etc.;
- development of education in kindergartens and schools and increasing participation of farmers in culture and rational recreation
- increase in the provision of consumers' goods and machines for agriculture i.a. through the development of the network of shops and services;
- improvement of the situation as regards supply of water for rural areas.

Besides, the Resolution No. 134/86 of the Council of Ministers of 1 September 1986 respecting the Government Plenipotentiary for Women´s Affairs imposed on ministers and voivods - in the framework of the government programme of activities for further improvement of the socio-occupational status of women and their living conditions in the years 1987-1990 - the comprehensive tasks concerning i.a. rural women (improvement of the social infrastructure, increasing of supply of water , gas, consumers´ goods and industrial products for agriculture, improvement of the health care and development of social insurance benefits, elimination of disproportions in working and living conditions of women in rural and urban areas, etc.).

Ministers and voivods elaborated the programmes of implementatio of these tasks and they report annually to the Government Plenipotentiary for Women´s Affairs on their realisation. On the basis of these reports the Plenipctentiary prepares its reports for the Council of Ministers.

Problems connected with the improvement of living and working conditions of people living in rural areas are also the subject of interest of the organisations of rural women.

Circles of Rural Housewives, in co-operation with youth organisations and the health service organise each year "schools of health' "white Sundays" (when doctors of various specialisations go to villages to receive the patients), lectures on health, mainly for women and girls.

The consistent actions of the whole National Union of Farmers, Agricultural Circles and Organisations, in which the organisation

of Circles of Rural Housewives is associated,in the systematic development of convalescent hospitals for farmers and their family members.

Rural organisations also contribute to the development of the sanitary situation in rural areas and environment protection. Their members are the initiators and participants of voluntary actions in favour of construction and modernisation of health centres, old people houses, shops, sport centres, etc.

Article 15

In this field no changes took place in Polish legislation in the reporting period.

In 1984 there were 1.483 thousand incomplete families in Poland (500 thousand in rural and 983 thousand in urban areas). They included: 1.242 thousand mothérs with children (403 thousand in rural and 839 thousand in urban areas), 153 thousand fathers with children (59 thousand in rural and 94 thousand in urban areas) and 88 thousand of brothers and sisters (38 thousand in rural and 50 thousand in urban areas).

Incomplete families constitute 14.5 per cent of the total number of families (16.6 per cent in rural and 15.8 per cent in urban areas)[21]. In the recent 15 years the growing trend has been observed.

In Polish conditions no discrimination against such families is observed. However, it is evident that their functioning is more complicated, particularly when there are young children.

For this reason women organisations render assistance to such families in their everyday life, contribute to establishment of legal solutions in their favour, render them the financial assistance from their own funds and recommend rendering them such assistance from the local funds as well as from the fund of the Polish Committee of Social Assistance.

In accordance with the request i.a. of the National Council of the Circles of Rural Housewives, since July 1986 the family allowance for farmers' children has been granted. It is a considerable financial assistance for incomplete families and the poorest families. 60.332 rural families receive this allowance for 195.437 children (in 1987 at the amount of 1.630 million zlotys). Family allowances are payable from the local funds. At the request of the Circles of Rural Housewives, 334 localities, in which expenditures for the allowances exceeded 50 per cent of the local funds, were granted the dotation from the State budget amounting to 503 million zlotys (totally)[22].

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21) Statistical Yearbook of Poland of 1987, p.49

22) Data of the National Council of the Circles of Rural Housewives

Circles of Rural Housewives keep in touch with orphan children, co-operate with Houses of a Child, organise collection of money and work out their own financial means to assist orhan children in receiving their own accomodation.

The most difficult problem for single mothers is the legal situation of their families and they often seek the advice in these matters. In accordance with the civil law the League of Polish Women is entitled to participate in the civil proceeding in cases concerning alimonies, determination of the fatherhood, fostering a child and in cases in which this participation is justified by the protection of the ineterst of a family and a child. Representatives of the League may bring an action in the civil process and take a part in such a process as a plenipotentiary.

As regards the criminal process, representatives of the League may participate in it if one of the members of the organisation or a young and helpless woman is a part to the process.

Representatives of the League most often assist women in cases concerning alimonies.

PART III. STATISTICAL DATA

We present below the statistical data concerning the subject of the Convention.

Table 1: Deaths of infants in the years 1983 - 1987

Years	Total	Boys	Girls	Towns	Villages
	for 100 thousand live births				
1983	1933	2186	1666	1934	1933
1984	1908	2129	1675	1875	1950
1985	1842	2077	1592	1838	1845
1986	1734	1938	1518	1728	1740
1987	1738	1959	1504	1705	1776

Table 2: Forecasted behaviour in the case of not planned pregnancy (on the basis of the study of the Main Statistical Office carried out in 1985)

Specification	Total	Towns	Villages
	%		
Total	100.0	100.0	100.0
Abortion	3.9	5.3	1.9
Birth of a child	92.8	91.4	94.8
Lack of data	3.3	3.3	3.3

Table 3: Opinions of women married 4-6 months earlier - as regards the abortion (on the basis of the study carried out by the Main Statistical Office in 1985)

Opinions	Total	Towns	Villages
	in proportion to all questioned women		
Total	100.0	100.0	100.0
It is a normal operation	0.4	0.4	0.4
Admissible due to medical reasons	31.6	35.3	26.3
Admissible in the case of the unwanted pregnancy	2.4	3.3	1.0
Prohibited due to religious reasons	13.7	11.8	16.3
Prohibited due to moral reasons other than relig.	9.9	10.1	9.5
It is a homicide	1.5	1.4	1.6
Dangerous for health and future fertility of woman	32.4	28.9	37.7
Hard psychical experience	7.4	8.1	6.3
Other and lack of data	0.7	0.7	0.9

Table 4 : Abortion in hospitals and in the outpatients' departments and miscarriages started outside hospitals

Years	Abortions				Miscarriages started outside hospit.
	Total	reasons		in the outpatients' dep.	
		medical	social		
1983	130980	2325	64345	64310	74011
1984	132844	1547	67734	63563	76378
1985	135564	2009	66713	66842	72785
1986	129720	2011	62846	64863	68006

Table 5: Women students of schools at the over-primary and higher level in the year 1987/88

	Total	normal schools	evening schools
1. Students in total	2,427,733	2,086,355	341,378
including women	1,247,152	1,066,647	180,505
% of women	51.4	51.1	52.9
2. General secondary schools			
students in total	422,368	372,934	49,434
including women	306,531	270,110	36,421
% of women	72.6	72.4	73.7
3. Vocational schools			
students in total	1,667,838	1,451,470	216,368
including women	767,872	665,114	102,758
% of women	46.0	45.8	47.5
4. Higher schools (total)	337,527	261,951	75,576
including women	172,749	131,423	41,326
% of women	51.2	50.2	54.7